

Town of Webster Police Search Committee
Second Meeting – 1/6/16

All members present - Roger Becker, Barbara Corliss, Mike Jette, Jon Pearson, Mike Schofield, Kevin Sullivan, MJ Turcotte, George Cummings & John Clark calling in by phone (signed off at 7:50 PM).

Meeting convened at 6:30 by Mike Jette, acting chairperson. The meeting agenda was reviewed.

1. Approval of minutes – Roger Becker moved to accept the 12/30/15 minutes, 2nd by George Cummings. MJ Turcotte felt we should add “knowledge of internal investigations” under the duty expectations of the chief. Minutes approved as amended 9-0.
2. Review & discuss materials shared since last email – Several committee members sent materials via email. These materials were requested by one or more members of the committee in response to the organizational discussion.
 - a. MJ Turcotte sent a spreadsheet summarizing calls for service, 2011-2015
 - b. Barbara Corliss sent materials from Don Gross:
 - i. Chief of Police, Standards of Performance
 - ii. Performance Understanding Agreement
 - iii. Job Description, Chief of Police
 - iv. Report to Selectboard of 16 November 2009
 - v. It's important to remember the objective at hand
 - vi. [Reasons for a] Part-Time Chief
 - vii. Standards of Performance, Chief of Police [Selectboard handout]
 - c. Mike Jette sent evaluation practices from the field of education
 - d. Mike also forwarded the October/November job posting for a full-time chief from the town.
3. Chief Dupuis was invited to join the group.
 - a. Do our officers have clear expectations such as signed policies?
 - i. Our officers all sign that they have read police policies. The signature sheets are kept on file in the Chief's office.
 - ii. There has been only 1 policy violation in the past 3 years that was dealt with by the chief.
 - iii. There is no formalized process by which officers review policies through an on-going process.
 - b. How does he handle busy times (like multiple calls at once)?
 - i. Prioritize calls and use mutual aide as available.
 - c. What is the response when an individual case starts to exhaust resources?
 - i. Other officers have covered patrols so the assigned officer can focus on the pressing case. During the White Plains Road arson investigation, Chief Dupuis and Officer Shapiro made sure things were covered so

Officer Mitchell could fully investigate the crime and secure an indictment.

- d. Thoughts on Don Gross' work from 6 years ago.
 - i. The Chief reported that he is friendly with Don, but that Nashua and Webster are very different communities. Due to changes in the law related to hours a retired officer can work, he feels the best configuration is for a full-time chief who is paid salary (not hourly).
 - ii. The study that related per capita population to an officer was for metropolitan areas, not small towns.
 - iii. He says that Webster needs 2 FT officers working under a FT chief plus a PT officer to fill in gaps created by vacation, sick leave, training, etc.
- e. Documents related to how the department operates (Mission Statement, Policies, Standard Operating Procedures, etc.).
 - i. Many of these materials are posted on the police department's website.
- f. Current performance standards for the chief and officers.
 - i. These exist and evaluations are completed periodically.
- g. Police Budget detail showing itemized breakdown.
 - i. The chief did not have this but said it was available from the town.
- h. What can the Selectmen do to work better with the police?
 - i. Must keep open lines of communication – no secrets!
- i. Comment - Just tonight, the police in a neighboring town were called because the town clerk was not able to register a car and the person was seen waiting outside for the employee to come outside.
- j. In closing, the Chief reiterated that the Town of Hill, where he is a Selectman, had more applicants for a PT police position than Webster had for a FT Chief. He feels this is related to the town's reputation and frequent attempts to cut the budget and zero out the police budget. Nobody wants to come here if the season from January to March is sweating over whether the department will be in tact after the vote.

4. What does the town need for police services?

Next Meeting – January 13th at 6:30 at Town Office.

Members of the public were given an opportunity by the chair to make comments. Dave Collins, Tara Gunnigle, and Nanci Schofield all made brief remarks.

Motion to adjourn made by Roger Becker with 2nd by Jon Pearson. Motion carried by 9-0 vote at 8:37 PM.

Respectfully Submitted by Mike Jette, Recorder